

**EXHIBIT 3.2 - 2004 Registered Nurses Wages by County and MSA Regions**

	<b>29-1111</b>	
	<b>Registered Nurses</b>	
<b>County / MSA Region</b>	<b>50th Percentile (Median) Hourly Wage</b>	<b>Mean Annual Wage</b>
State of California	\$30.24	\$63,897
Butte County	\$25.74	\$53,212
Fresno MSA	\$28.64	\$59,158
Imperial County	\$24.14	\$50,099
Kern County	\$31.02	\$62,749
Los Angeles County	\$30.60	\$63,017
Merced County	\$25.36	\$52,249
Monterey County	\$27.45	\$60,226
Mother Lode Region	\$27.16	\$57,238
North Coast Region	\$26.83	\$54,513
Northern Counties	\$24.74	\$51,899
Oakland MSA	\$36.31	\$75,246
Orange County	\$28.37	\$61,267
Riverside-San Bernardino MSA	\$28.54	\$61,128
Sacramento MSA	\$27.41	\$57,668
San Diego County	\$28.62	\$60,358
San Francisco MSA	\$34.98	\$75,213
San Joaquin County	\$28.47	\$61,307
San Luis Obispo County*	\$25.42	\$52,626
Santa Barbara County	\$27.18	\$57,595
Santa Clara County	\$36.72	\$76,614
Santa Cruz County	\$29.32	\$61,614
Shasta County	\$25.13	\$53,781
Sonoma County	\$30.26	\$62,225
Southwest Central Valley Region	\$25.86	\$55,211
Stanislaus County	\$26.97	\$62,237
Tulare County	\$28.36	\$60,718
Vallejo-Fairfield-Napa MSA	\$28.51	\$59,686
Ventura County	\$27.72	\$57,822
Yolo County	\$28.69	\$58,366
Yuba City MSA	n/a	n/a

Source: EDD/LMID Occupational Employment Statistics (OES) Survey with wages updated to 1st quarter of 2004. Occupations are classified by the Standard Occupational Classification (SOC) codes. View details of the survey methodology at: [www.calmis.ca.gov/file/occup\\$/oeswages/oestechnnotes.htm](http://www.calmis.ca.gov/file/occup$/oeswages/oestechnnotes.htm)